



U.S. AIR FORCE

Tactical Development Template

Acquisition Program Management (PM)

Leadership

Enduring Competencies

Personal Leadership

- Exercising sound judgment
- Adapting
- Inspiring Trust
- Leading Courageously
- Demonstrating Tenacity
- Leading by Example
- Assessing Self

Leading People/Teams

- Inspiring/Empowering & Exercising Authority
- Fostering Teamwork and Collaboration
- Building Relationships
- Fostering Effective Communication
- Mentoring

Development

Basic Development Education

- Basic Leadership Courses
- ASBC, SOS, ALS, NCOA

Experience

- IPT Lead, Education with Industry

Technical

Occupational Competencies

- Acquisition skills
- Staff and support skills
- Project Management skills
- APDP Level II - any function

Development

Training

- ACQ 101, AFFAM
- Desired: ACQ 201, 100 Level course in another acquisition career field, APDP Level II in PM
- 80 Continuous Learning points every 2 yrs

Experience

- 1 year in APDP coded position
- 1 year in PM coded position
- Instructor, Project Manager/Officer or other acquisition career field specialist
- SPO, ALC, Center/Test/Range, Lab
- IPT member, diversified assignments
- Desired: 1 year in SPO

Business

General Business

Skills

- Personnel Management
- Financial Management

Functional Business

Skills

- Business Administration

Development

Desired Education

- 12 semester hours in DAWIA business disciplines

Training

- Local management courses in above general skills

Education

Desired Education Level

- BS/BA in engineering, systems management or business administration

Development

- Degree Programs
- Tuition assistance



U.S. AIR FORCE

Operational Development Template

Acquisition Program Management (PM)

Leadership

Enduring Competencies

Tactical Level Plus:

Leading People/Teams

- Influencing and Negotiating
- Attracting, Developing and Retaining Talent

Leading the Institution

- Commanding
- Translating Strategy
- Applying Resource Stewardship
- Driving Execution
- Driving Continuous Improvement
- Integrating Systems

Development

Intermediate Development Education

- Intermediate Leadership Courses
- ISS, AAD, SNCOA

Experience

- Flight/Office/Branch/Section/Team Chief/Deputy
- Squadron CC/Division Chief//Deputy
- MAJCOM, Joint, Air Staff Action Officer

Technical

Occupational Competencies

Tactical Level Plus:

- Program Management skills
- Intra-functional broadening
- APDP Level II in PM
- Acquisition Corps

Development

Training

- ACQ 201, PMT 250, IPM
- Desired: 200 Level course in another acquisition career field, APDP Level III in PM
- 80 Continuous Learning points every 2 years

Experience:

- Broadening assignment in another acquisition APDP coded position
- Desired: 2 more years in APDP coded position
- Program Element Monitor

Business

General Business Skills

- Personnel Management
- Financial Management
- Integrating Information Technology
- Systems Integration

Functional Business Skills

- Business Administration

Development

Desired Education

- 24 semester hours in DAWIA business disciplines

Training

- Local management courses in above general skills

Educati on

Desired Education Level

- Masters in engineering, systems acquisition management, business administration, or related field

Development

- Degree programs
- CDE academic programs



Strategic Development Template

~~Acquisition Program Management~~

Leadership

Technical (PM)

Enduring Competencies

Operational Level Plus:

Leading the Institution

- Creating and Demonstrating Vision
- Shaping Strategy
- Driving Transformation
- Thinking/Working Across Boundaries

Development

Strategic Development Education

- Strategic leadership courses
- SSS, AAD

Experience

- Group/Wing CC/Deputy
- MAJCOM HQ, SAF/HAF, OSD/JCS
Directorate/Division Chief/Deputy
- 2 + bases/installations
- Leadership positions in other services/agencies/private sector

Business

General Business Skills

- Personnel Management
- Financial Management
- Integrating Information Technology
- Systems Integration

Functional Business Skills

- Business Administration

Development

Desired Education

- 24 semester hours in DAWIA business disciplines

Training

- Local management courses in above skills

Occupational Competencies

Operational Level Plus:

- Cross-functional broadening
APDP Level III within 18 months

Development

Training

- PMT 302 or PMT 352
- Desired: PMT 401
- 80 Continuous Learning points every 2 years

Experience:

- 4 years in APDP coded position - 2 in SPO
- Broadening assignment in Contracting, Maintenance, S&E, Logistics, Finance, Info
Technology, Test & Eval, Plans & Programs
- 4 years in a CAP

Education

Desired Education Level

- Masters degree in engineering, systems acquisition management, business administration, or related degree

Development

- Degree programs
- CDE academic programs